Registry No. 1647—02

NATIONAL RECOVERY ADMINISTRATION

PROPOSED CODE OF FAIR COMPETITION

FOR THE

PENCIL SLAT MANUFACTURING INDUSTRY

AS SUBMITTED ON AUGUST 31, 1933

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DOCUMENTS DEPT.
U.S. DEPOSITORY

The Code for the Pencil Slat Manufacturing Industry in its present form merely reflects the proposal of the above-mentioned industry, and *none of the provisions contained therein are to be regarded as having received the approval of the National Recovery Administration as applying to this industry*

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933

For sale by the Superintendent of Documents, Washington, D.C. - - - - - - - - - Price 5 cents

SUBMITTED BY

PENCIL SLAT MANUFACTURERS' ASSOCIATION

(II)

PROPOSED CODE OF FAIR COMPETITION OF THE PENCIL SLAT MANUFACTURERS' ASSOCIATION

In order to effectuate the purpose of the National Industrial Recovery Act and immediately increase employment at a living wage in the Pencil Slat industry, the Pencil Slat Manufacturers' Association, a voluntary association of producers of pencil slats in the United States of America, which are truly representative of the Pencil Slat Industry, respectfully submit to the President and to the Administrator for approval and enforcement, in accordance with the provisions of the Act, the following Code of Fair Competition:

1. *Membership.*—All producers of pencil slats in the United States are eligible as of right to membership in the Pencil Slat Manufacturers' Association, and to become parties to the Code of Fair Competition.

2. *Employees.*—Employees shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives, and no employee and no one seeking employment from such members shall be required as a condition of employment to join any company union, or to refrain from joining, organizing, or assisting a labor organization of his own choosing.

3. *Hours of labor.*—Maximum hours for all employees in the Industry shall be eight (8) hours per day or forty (40) hours per week. However, due to the fluctuating demand for the product, if it becomes necessary, hours may be increased, provided that in no event shall the total hours of labor in any 13-week period exceed the average of 40 hours per week.

4. *Exceptions.*—Maximum hours provided for in this Article shall not apply to foremen, superintendents, officials compensated on a fixed weekly, monthly, or yearly salary whose compensation is not less than $30.00 per week, or others employed to do specific, or special work for fixed compensation; though such group shall not exceed 10% of the total employees. Any employees working for emergency purposes, such as fire fighting, shall receive time and one half for overtime.

5. *Minimum Wages.*—(a) The minimum wage for male common labor shall not be less than 32½¢ per hour and the minimum wage for female labor shall not be less than 32½¢ per hour except in Tennessee, where it shall be 30¢ per hour for male common labor and 30¢ per hour for female labor. For other than common labor, minimum rates shall have a fair relation to the common-labor rates according to the skill and experience for the particular class of work.

(b) Changes in the standard of minimum wages will be proposed from time to time, to the President, for the purpose of keeping wages reasonably related to the cost of living and to the ability of the industry to pay.

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(c) All employers in the pencil slat industry must comply with the maximum hours and minimum rates of pay and other working conditions approved or prescribed by the President.

6. *Child Labor.*—No person under the age of 16 years shall be employed at any time by this Industry.

7. *Unfair Competition.*—(a) It shall be considered unfair competition to sell any pencil slats below the cost of production.

(b) It shall be considered unfair competition for any existing plant to add additional equipment for materially increasing production to its present facilities, or for any plant or factory not at present engaged in the commercial production of pencil, slats to install or convert equipment for or to the manufacture of pencil slats until such time as the present facilities of the existing plants are completely occupied.

(c) The Pencil Slat Manufacturers' Association may set forth from time to time in a manner prescribed under the bylaws of said association other actions which will be considered as unfair competition.

This Code of Fair Competition shall be in effect ten (10) days after approval by the President.

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